

Minutes of the meeting of BICC Executive Committee held on Monday November 30, 1970 at BICC Headquarters.

ATTENDEES

William Hoffman
Jules Lozowick
William Wilson
Eugene Campbell
Charles Garrison
George Birmingham
Henry Boardman
Alvin Moore, Jr.
George Wibecan III
C. T. Pinckney
Ralph Grebow

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Richard Proctor
John Maguire
Ruth McClain
David Ruff
Marshall Wolf
Joseph Partenheimer
Roland E. Stewart
Richard Bregstein
Katherine Morton

Meeting was called to order at 6:05 p.m. by Co-Chairman Marshall Wolf, followed by introduction of Mr. Richard Bregstein of Prudential Insurance Co. Mr. Bregstein is replacing Mr. Marvin Greenberg.

Mr. Wolf stated he received a letter of resignation from Mr. John Burton who left the Urban League. He also stated that Mrs. McClain will soon appoint another replacement for Mr. Burton.

Mr. Wolf indicated that he and Mrs. McClain and a few others had two meetings to discuss the semi-annual review of the Executive Director. They recommended that BICC pay for the Executive Director's Rotary fees instead of giving him a raise in salary, since our finances are so low. Mr. Wolf stated that a budget for the fiscal year April 1, 1971 - April 1, 1972, was prepared and Mr. Birmingham looked it over before going to the Chamber of Commerce. The budget calls for \$74,000 compared to \$52,000, the reason being the addition of a Project Director and ancillary benefits. He also reported that the Chamber will only give BICC about \$50,000 to \$52,000, so we'll have to explore other avenues of revenue.

Mr. Wolf asked Mr. William Hoffman to help Messrs. Birmingham, and Venable during the negotiation stages with the Chamber in December.

FINANCIAL REPORT:

Mr. George Birmingham read his report (See Attached). Mr. Birmingham indicated that the situation as of now is not drastic, but we cannot yet seek larger quarters as was suggested. He also stated that the Schumann Foundation would like to have a report on the monies spent on the Ambulances. They also suggested that we get an auditor to go over the BICC books related to expenditures. Mr. Wolf suggested that they look for an auditor to assist Mr. Birmingham. Mr. Pinckney stated that Mr. Wilbur Parker said at one time that he would help BICC if they ever needed his services. Mr. Wolf suggested that Mr. Pinckney get in touch with Mr. Parker and report to the Executive Committee next month.

Mr. Grebow wrote a letter to Mr. Mayer indicating that BICC was interested in a short term lease with a reasonable monthly rental.

Mr. Wolf indicated that he received a letter from Mr. Donald Mc Naughton, stating that he did know of the good feelings that the Chamber had for BICC and for BICC to continue its good work.

SPANISH REPORT:

Mr. Pedro Iglesias reported that several letters were mailed out on his report of the Spanish-Americans he has received about 5 replies out of approximately 150. He also stated that there were articles in the Star Ledger and the Evening News on his report.

Mr. Henry Boardman indicated that his committee will have a meeting soon with the Business representatives to review the problems of upgrading the existing Spanish-American workers where there may be a language problem. He also felt education and adult education should be in two directions:

- (1) for management and personnel supervisor
- (2) for employees themselves

It was suggested that BICC members companies furnish us with Equal Employment Opportunity data. It was also recommended that we approach three (3) companies a month and to this data thereby having a year round program. He also suggested that the communities could help BICC by identifying those agencies which are addressing these problems already and to help us identify the extent to which they are effective, relevantly effective and a waste of time.

It was also brought out that the Industrial Arts Project is running into trouble with Webster High with regard to reading. Mr. Boardman will try to get a polling of at least 15 companies by the next meeting, to try to upgrade the Spanish speaking people.

Mr. Wolf suggested that Messrs. Campbell, Iglesias, and Boardman, get together and try to give BICC Executive Committee some guidance as to what BICC can do and at the next Executive Committee meeting, give a report so that we can come up with something. There was a discussion on ways to help the Spanish people to secure jobs and to teach them English so that this would not be a handicap to them when going out to seek employment.

Mr. Iglesias stated that he would go out into the communities to find out just what is going on and what can be done, he should have a report by the next meeting.

EDUCATION REPORT:

Mr. Campbell stated that Newark may be faced with a long delay in classes for students because the Board of Education and the Teacher's Union will be starting to negotiate in about a week. The contract ends on January 31, 1971. It seems that the Union wants more than the Board of Education can give to them. It was suggested that maybe BICC could send a note or word of encouragement to have the Union to reconsider; to have radio announcements to let people know just what is going on and to publicize this issue; also maybe have a forum with both sides to get their viewpoints and get the issue on the table. It was also suggested that when the Board of Education has their next meeting, the people in the communities should attend and show their interest.

Mr. Boardman reported that his committee plans on getting more involved with the community to have two or more open house projects, which is slated for March and April for both the community and the businesses. Mr. Wolf suggested that maybe BICC will be able to invite Dr. Ashby to the next meeting and the

student council.

EMPLOYMENT, TESTING & MEMBERSHIP REPORT:

Mr. Lozowick gave a report from the three committees. They feel that we should either pick an industry or a particular company showing them what other companies have done, and ask the company fill out a form which they already give to the government with the Equal Employment Opportunity data on it.

AMBULANCE REPORT:

Mr. Maguire asked if BIOC now has the machinery to operate the three ambulances? Mr. Stewart stated we did not. Two squads are working consistently, the third (Central Ward) has a deadline to get itself together by December 31, 1970, or the ambulance may be given to the South Side Squad. Mr. Maguire suggested that BIOC submit a form to the foundations with statistics on it so that the foundations can see just what is being done and hopefully get them to give more money for the ambulance project.

S.E.E.D. REPORT:

Mr. Pinckney reported that at the Model Cities Council meeting, it was voted that they would not refund S.E.E.D. for the next 6 months as expected. S.E.E.D. is presently closing out it's program and it's office. A question was raised if anything has been done to refund the program. Mr. Pinckney stated that Mrs. McClain and Mr. Blakeley were trying to get other sources; they have some proposals out now to a few foundations, but it seems that the foundations don't have any money either. Mr. Wolf stated that Mrs. McClain, Messrs. Blakeley, Parteneimer, Stewart, Venable, and himself, had a meeting and suggested that BIOC help to place S.E.E.D. graduates and offer BIOC's services to the S.E.E.D. board.

COMPUTER REPORT:

Mr. Stewart spoke on the luncheon BIOC had on November 24, 1970, at the Ebony Manor. The luncheon was underwritten by Prudential Insurance Co., with thanks to Mr. Dick Bregstein. The purpose of the luncheon was to get the manpower agencies together and to give them a briefing on the BIOC Computer Matching System. There were approximately 45 members from the different agencies. The luncheon was a success with thanks to Ebony Manor for an unusual and tasteful bill of fare.

Mr. Stewart stated that the BIOC staff will make every effort to administer final responsibilities related to phasing out the S.E.E.D. program. BIOC staff will also interview, counsel and place S.E.E.D. graduates in appropriate jobs or training situations.

Mr. Stewart stated that he sent out letters to the Directors of the Manpower Agencies, stating that he'd be glad to sit down with them at any moment and talk to them about putting the Computer operation into effect for them. The persons who look most likely to be putting the operation into effect are: TEAM, the Montclair Community Service Center, Newark Defendant Employment Project, the Jewish Vocational Service, Model Cities-Plainfield, and the East Orange Public Service Careers.

Mr. Stewart stated that proposals have been made for the following foundations in addition to the other four foundations: Hyde Foundation, Hoffman LaRoche Foundation, Schering Foundation, and Merck Co., Foundation. Sometime during December, he will be going to these foundations to make initial contact and perhaps talk to someone in regard to obtaining some money. Mr. Stewart was asked whether or not BICC would be charging each agency who may use the Computer Matching System? He responded that BICC would charge for these services, but the exact amount has not been determined as of yet. It will be according to how many people BICC process for each agency. Mr. Hoffman raised the question as to if BICC was getting any more jobs for the computer bank? Mr. Stewart replied yes, that they have picked up 13 more job-type situations in the past month.

Mr. Wolf suggested to have a report by the next Executive Committee meeting, to let the Board members see some statistics; he also suggested to have some of the staff members come to the Executive Committee meetings. Mr. Stewart stated that his staff members are working on a month by month statistical count now so that they will be able to tell you just how many people have come in to fill out applications, and how many have been referred out to jobs, also this report will be cumulative. Copies will be given to the Board members and for the foundations.

Mr. Stewart did talk briefly about Rev. Leon Sullivan who has undergone successes in Philadelphia with the Opportunity Industrialization Center. There was some discussion of this topic. Mr. Wolf stated that he went on record stating that the city of Newark was unsure that an O.I.C. agency was needed.

Mr. Stewart reported that he received a letter from Mr. Dick Philip's informing him that the Skills Center were taking their machine shop out of 97 Chestnut Street, Newark, on December 18th. Some of the machinery over there belongs to BICC-SEED. He also stated that his letter was sent out to the Executive Committee to find ways and means as to what should be done with the machinery.

Mr. Boardman suggested that maybe Mr. Clive Kryger could use the machinery since he's to head a new program, the Essex County Technical Career Center.

After some discussion on the machinery at Chestnut St., Mr. Wolf stated that Mrs. McClain and himself will get together to see what action should be taken.

Mr. Stewart reported on the Gateway-Newark Airport Action Committee. He said that the Port of Authority has been sort of backed into the position of assuming moral leadership. He stated that he attended a meeting with the Airlines Opportunities Council in New York which moved toward commitment on the building trade issue while referring an Airport Opportunities Blueprint to those agencies represented for their input. The agencies involved were: The Urban League, BICC, Medic, Workers Defense League, City of Newark and the Urban Coalition.

The meeting was adjourned at 7:55 p.m.

Respectfully submitted:
Katherine Morton, Secretary